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MISSION

The Erie County Commission on the Status of Women works to assure that the women of Erie County have full participation on the issues that impact their lives.

History of the Erie County Commission on the Status of Women

The Commission was established by a unanimous vote of the Erie County Legislature in 1987 to remove gender-based inequities for women. In 1988, the Commission became a department of Erie County government.

The Commission conducts policy studies; analyzes current legislation, programs and trends affecting women; develops collaborative programs with local and regional organizations and public officials; provides educational awareness; and recommends measures to coordinate, consolidate or expand the resources and services available to women in Erie County.

The activities of the Commission include:

- Development and management of the online **TALENT BANK** for the placement of women on public, not-for-profit and for-profit boards, access is available through our website at www.erie.gov/csw.
- Facilitation of a plan to support a coordinated community response to family violence in Erie County.
- Supporting the development of community-based programs to gain seats for women on public sector boards.
- Providing the public with information, publications and forums on issues of concern to women.
- Convening the Women's Action Coalition (WAC), established by the Commission to provide a forum for more than 100 local women's organizations, which emphasizes networking, collaboration and legislative advocacy.

Recent Commission Reports:

- Status of Women in Erie County – An Agenda for Progress, 1997.
- Gender Distribution on Not-for-Profit Boards located within Erie County, 1996, 2001.
- Gender Distribution on Erie County Municipal Boards, 1995 & 1998.
- Working Women Count: A Survey of Employment Issues, 1996.
- Food for Thought: A Public Service Campaign on Myths of Welfare, 1995.
- Status of Women's Health in Erie County, 1994.

**IF YOU WOULD LIKE TO ASSIST THE COMMISSION
IN ITS WORK, PLEASE CONTACT US.**

www.erie.gov/csw or 858-8307

GENDER DISTRIBUTION ON NOT-FOR-PROFIT BOARDS 2001

Report

Introduction

The Erie County Commission on the Status of Women has been collecting data on the ratio of men to women on boards in the county since 1995, when it surveyed municipalities county-wide to determine the ratio of men to women on their boards. This report (updated in 1998) was followed by a similar report in 1996 on not-for-profits.

While the Commission's 1996 report on not-for-profit boards found inequitable gender distribution on virtually all boards, it cited as particularly problematic the Cultural and Community/Business boards. Women comprised just 24 percent of the Cultural boards and 16 percent of the Community/Business boards. And, although the boards of Human Service and Children/Youth-serving agencies had proportionately more women than the Cultural and the Community/Business boards, they did not achieve gender equity.

The underlying assumption of the Commission's scrutiny of public and not-for-profit boards is that the citizens of Erie County need the expertise of both women and men on boards directing the agencies that shape our civic, business and community life. Women are, after all, a significant proportion of the population. They comprise 52 percent of the county's population, 47 percent of its labor force, 61 percent of its senior citizens and 54 percent of the county's registered voters. Despite their numbers, women continue to be significantly under-represented on these boards.

Such under-representation deprives citizens of the wisdom of a significant segment of the population. The purpose of this 2001 report is two-fold: 1) to focus public attention on gender inequality on not-for-profit boards with budgets of \$1 million or greater located within Erie County and 2) to raise awareness of the opportunities for women to participate in service on these boards. The most significant finding of the 2001 report was that overall, in five years there has been no significant change in the percentage of female representation on these not-for-profit boards.

THE 2001 REPORT

The Methodology

There are numerous not-for-profit agencies in Erie County. The Commission's Appointments for Women Committee surveyed 121 501-C-3 tax-exempt agencies with annual budgets of \$1 million or greater to determine the number of women who serve on such boards. The Committee compiled names of the not-for-profit agencies included in this report from lists obtained through *Business First* and other sources. While the intention of the Commission was to include all not-for-profit agencies with budgets over \$1 million, we recognize that some not-for-profit agencies may not be included in this report. Some agencies not included in this report may have been overlooked, while others may have chosen not to respond.

Surveys were mailed to the executive directors of the 121 not-for-profit agencies mentioned above. One hundred and one were returned. The data from one additional not-for-profit, the Erie County Medical Center, was compiled from ECMC's website and was included in the new report. The information requested included: 1) the name of the board, 2) total number of members, the total numbers of male and female members, and the number of board vacancies, 3) the number of officers, and the number of female officers, 4) the term of office, 5) experience of the board in finding women to serve on it, 6) pay and/or honorarium, 7) selection factors, including professional experience, participation, and financial contributions, 8) annual budgets, 9) area served by the agency, and 10) method by which the board members are recommended and appointed. Annual reports were requested. (A copy of the survey is included in Appendix A.)

THE 2001 REPORT

This report reviews gender distribution on the boards of directors of 102 not-for-profit agencies operating in Erie County in 2001 and compared the data to that compiled for 93 agencies in 1996. Seventy-nine agencies were included in both the 2001 and the 1996 reports. Despite the lapse of the five years between reports, the Commission found that women are still significantly under-represented on not-for-profit boards. The only board category where the number increased significantly was Cultural boards (See Key Findings, Page 7). It should be emphasized that survey results are a snapshot in time in late 2000 and early 2001.

The tables in this report include the following information:

- Name of board
- Type of board
- Gender distribution of board members and officers
- Agency budget

The report is divided into three sections: “arranged by category,” “arranged by budget,” and “all categories.”

The agency categories are assigned with a general heading designated by the Commission recognizing that many agencies could be classified in many different ways. One example is Child and Adolescent Treatment Services. While this agency could fall under Children/Youth, Health/Mental, or Human Services, it is categorized as Children/Youth.

The headings are a generalization of the work done by the agency, though many categories encompass a broad range. Cultural agencies vary from museums to zoos. Human Service organizations deal with housing, advocacy, and educational training. Community/Business groups include the 9 indicated. Health/Mental Health agencies, including hospitals and counseling centers, serve the physical and emotional health of citizens.

SIGNIFICANT CHANGES IN NOT-FOR-PROFITS WITH BUDGETS GREATER THAN \$1 MILLION SINCE THE 1996 SURVEY

Changes in the health care category of the not-for-profit sector between 1996 and 2001 impacted the survey data. Kenmore Mercy, St. Joseph's, Sisters of Charity, South Buffalo Mercy and Our Lady of Victory hospitals merged to form Catholic Health System. Buffalo General, Millard Fillmore and Children's hospitals merged to form Kaleida Health. The Buffalo General and Millard Fillmore foundations merged to form the Kaleida Foundation. Both the Catholic Health System and Kaleida responded and the information about their boards is included in the 2001 report.

The Buffalo & Erie Private Industry Council has been replaced by two new, separate not-for-profit corporations – the Buffalo & Erie Workforce Investment Board and the Erie County Workforce Development Consortium - both responded to the 2001 survey, and are included in this report.

RECOMMENDED RANGE OF FEMALE REPESENTATION ON BOARDS

In both the 1990 and 2000 Census, the number of women in Erie County equals 52 percent of the population. Among senior citizens, the numbers grow to 61 percent. According to the Erie County Board of Elections, 54 percent of all registered voters are women. Finally, according to the 1990 Census, women represent 47 percent of the workforce.

Based on these indicators, the Commission has identified a recommended range of 47-62 percent of female representation on boards.

KEY FINDINGS OF THE SURVEY

- 1). Between the 1996 and 2001 surveys there was no statistically significant increase (at just under 1 percent) in the percentage of women serving on not-for-profit boards with budgets greater than \$1 million in Erie County. While women comprise 52 percent of the county's population, they comprise just 37 percent of the not-for-profit boards surveyed.
- 2). Cultural organizations have made strides in improving gender distribution on their boards. In 1996, the percentage of women on boards was just 24.4 percent. By 2001, the percentage had increased to 35 percent. Women officers on these boards increased from 15.7 percent in 1996 to 24.5 percent in 2001.
- 3). There has been an increase in the percentage of women serving on Health/Mental Health agency boards: 35.8 percent in 1996; 40.4 percent in 2001.
- 4). Thirty-two of the 102 boards surveyed attained the Commission's recommended range of female representation of 47 to 62 percent. (See the "recommended range" on Page 9.)
- 5). The percentage of women serving on Community/Business section of not-for-profit boards remained stagnant from 1996 to 2001. In 1996, 16.6 percent of seats were filled by women; in 2001, that figure was 16.4 percent.
- 6). The percentage of women serving as board members of Human Service agencies has declined slightly: 41.3 percent in 1996; 40.2 percent in 2001.
- 7). Between 1996 and 2001, the number of women serving on Children/Youth agency boards decreased from 44.7 percent to 42.2 percent.
- 8). Most Human Service agencies (72.5 percent) consider professional expertise when soliciting board members. Forty-five percent of Human Service agencies also consider financial support as a condition of board membership. This was an increase over 1996, when just 36 percent of such agencies considered financial support.

2001 RECOMMENDATIONS

Based upon the findings of the 2001 report, the Commission makes the following preliminary recommendations:

- 1). Female representation on Erie County not-for-profit boards should be within the Commission's minimum recommended range of 47 to 62 percent. (See Page 9).
- 2). As part of their nominating process, not-for-profit boards should utilize the **TALENT BANK*** of the Erie County Commission on the Status of Women by registering on-line at www.erie.gov/csw.
- 3). The women of Erie County who are interested in board service should make an effort to become involved with the boards of not-for-profit agencies by registering with the **TALENT BANK.***
- 4). Executive and legislative branches of government must make greater efforts to appoint women to Community/Business not-for-profit boards.
- 5). Private and public funders should encourage female representation on their grantees' boards.

*The **TALENT BANK** is an on-line resource at www.erie.gov/csw to register women wishing to serve on boards of directors and public, not-for-profit and corporate agencies seeking to fill board vacancies with qualified women.

SUMMARY OF FINDINGS

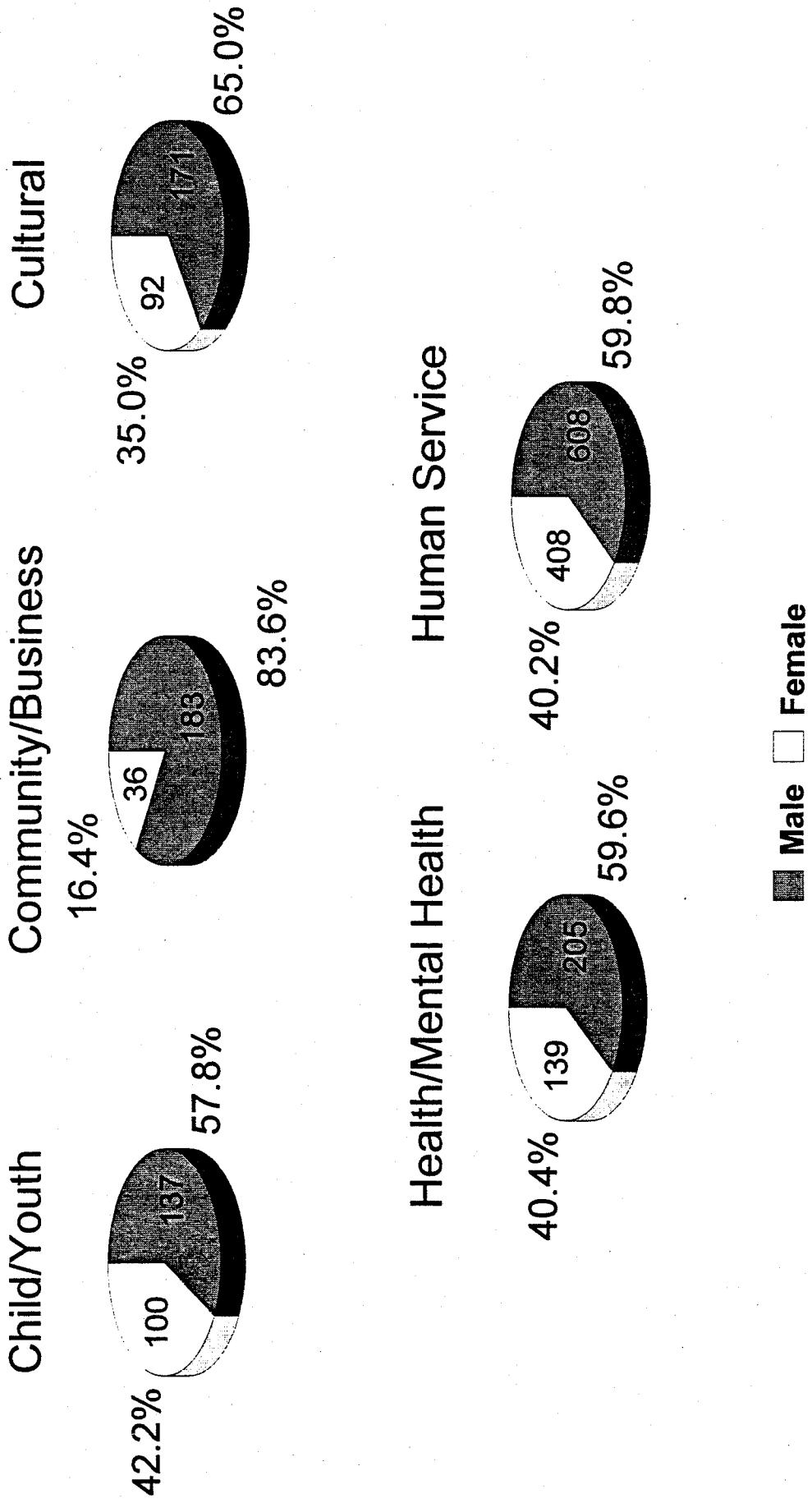
I. TYPE OF AGENCY

	Total Members	Male	Female	Vacancies	Officers	Female Officers
Children/Youth	251	137	100	14	57	22
Community/Business	231	183	36	12	45	7
Cultural	279	171	92	16	49	12
Health/Mental Health	380	205	139	35	89	42
Human Services	1,090	608	408	85	258	97
TOTALS:	2,231	1,304	775	162	498	180

II. BUDGET

	Total Members	Male	Female	Vacancies	Officers	Female Officers
\$1-1.5 million	231	118	97	16	55	24
\$1.6-2 million	144	109	30	5	35	6
\$2.1-5 million	891	515	319	65	199	78
\$5.1-10 million	406	233	141	35	88	33
>\$10 million	559	324	184	41	121	39
TOTALS:	2,231	1,304	775	162	498	180

Arranged by Category 2001 Survey



ARRANGED BY CATEGORY

CHILDREN/YOUTH

Members

Name of Agency	Total	Male	Female	Vacancies	%Female	Officers	Females	%Female
Bethel Head Start	13	4	8	1	67	4	3	75
Boy Scouts-Greater Niagara Frontier	75	69	6	0	8	15	0	0
Center for Handicapped Children	7	3	3	1	50	4	2	50
Child & Adolescent Treatment Services	19	8	11	0	58	4	2	50
Child & Family Services	23	11	12	0	52	6	1	17
Child Care Coalition	18	4	11	3	73	3	2	67
EPIC Program, Inc.	12	7	5	0	42	5	2	40
Gateway-Longview Inc.	28	17	8	3	32	4	0	0
Girl Scout Council of Bflo. & Erie County.	21	1	19	1	95	6	6	100
Holy Cross Head Start, Inc.	15	8	7	0	47	2	2	100
Parents Anonymous of Bflo.& Erie County	20	5	10	5	67	4	2	50
TOTALS	251	137	100	14	57	22	7	67

COMMUNITY/BUSINESS

Members

Name of Agency	Total	Male	Female	Vacancies	%Female	Officers	Females	%Female
Buffalo & Erie Workforce Investment	59	37	16	6	30	5	1	20
Buffalo & Erie Workforce Development	4	3	1	0	25	4	1	25
Buffalo Convention Ctr. Management	11	10	1	0	9	4	1	25
Buffalo Economic Renaissance Corp.	15	12	2	1	14	1	0	0
Buffalo Neighborhood Revitalization	11	8	2	1	20	4	1	25
Buffalo Niagara Partnership	70	60	6	4	9	7	1	14
Buffalo Place Inc./Buffalo Place Found.	15	13	2	0	13	9	1	11
Greater Bflo. Convent. & Visitors Bureau	21	18	3	0	14	6	1	17
WNY Technology Development Center	25	22	3	0	12	5	0	0
TOTALS	231	183	36	12	45	7		

CULTURAL

Members

Name of Agency	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female
Albright Knox Art Gallery (Buffalo Fine Arts Academy)	30	25	5	0	17	5	1	20
Buffalo Philharmonic Orchestra Society	59	29	30	0	51	9	3	33
Buffalo Society of Natural Sciences	30	21	9	0	30	5	1	20
Shea's O'Connell Preservation Guild	50	29	13	8	31	6	1	17
Studio Arena Theatre	39	25	12	2	32	9	3	33
WNY Public Broadcasting	35	22	13	0	37	10	2	20
Zoological Society of Buffalo, Inc.	36	20	10	6	33	5	1	20
TOTALS	279	171	92	16	49	12		

HEALTH/MENTAL

Members

Name of Agency	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female
Alcohol & Drug Dependency Services	21	10	3	8	23	4	1	25
American Red Cross-Greater Bflo.	27	14	13	0	48	6	3	50
Buffalo Prenatal-Perinatal Network	26	8	18	0	69	4	4	100
Buffalo Psychiatric Center	7	1	6	0	86	2	2	100
Catholic Health System	20	16	4	0	20	4	1	25
Cazenovia Recovery Systems	15	8	3	4	27	4	0	0
Center for Hospice and Pall. Care	30	14	12	4	46	4	1	25
Erie County Medical Center	13	9	4	0	31	4	2	50
Geneva B. Scruggs Com. Health Center	9	5	4	0	44	4	2	50
Haupman Woodward Medical Research	22	18	4	0	18	11	3	27
Horizon Health Services Inc.	10	5	5	0	50	2	1	50
Kaleida Health	26	16	8	1	33	4	1	25
Kaleida Health Foundation	28	20	7	1	26	3	2	67
Lake Shore Behavioral Health	15	9	4	2	31	5	3	60
Mercy Flight Inc.	11	8	3	0	27	4	3	75
Mid-Erie Counslg. & Treat. Svrs.	12	4	3	5	43	3	2	67
Northwest Com. Mental Health	12	4	4	4	50	5	3	60
Planned Par. of Bflo. & Erie County	25	5	14	6	74	4	2	50
Roswell Park Cancer Institute	14	8	6	0	43	2	0	0
Upstate NY Transplant Services	27	15	12	0	44	4	1	25
Visiting Nurses	10	8	2	0	20	6	5	83
TOTALS	380	205	139	35	89	42		

ARRANGED BY CATEGORY

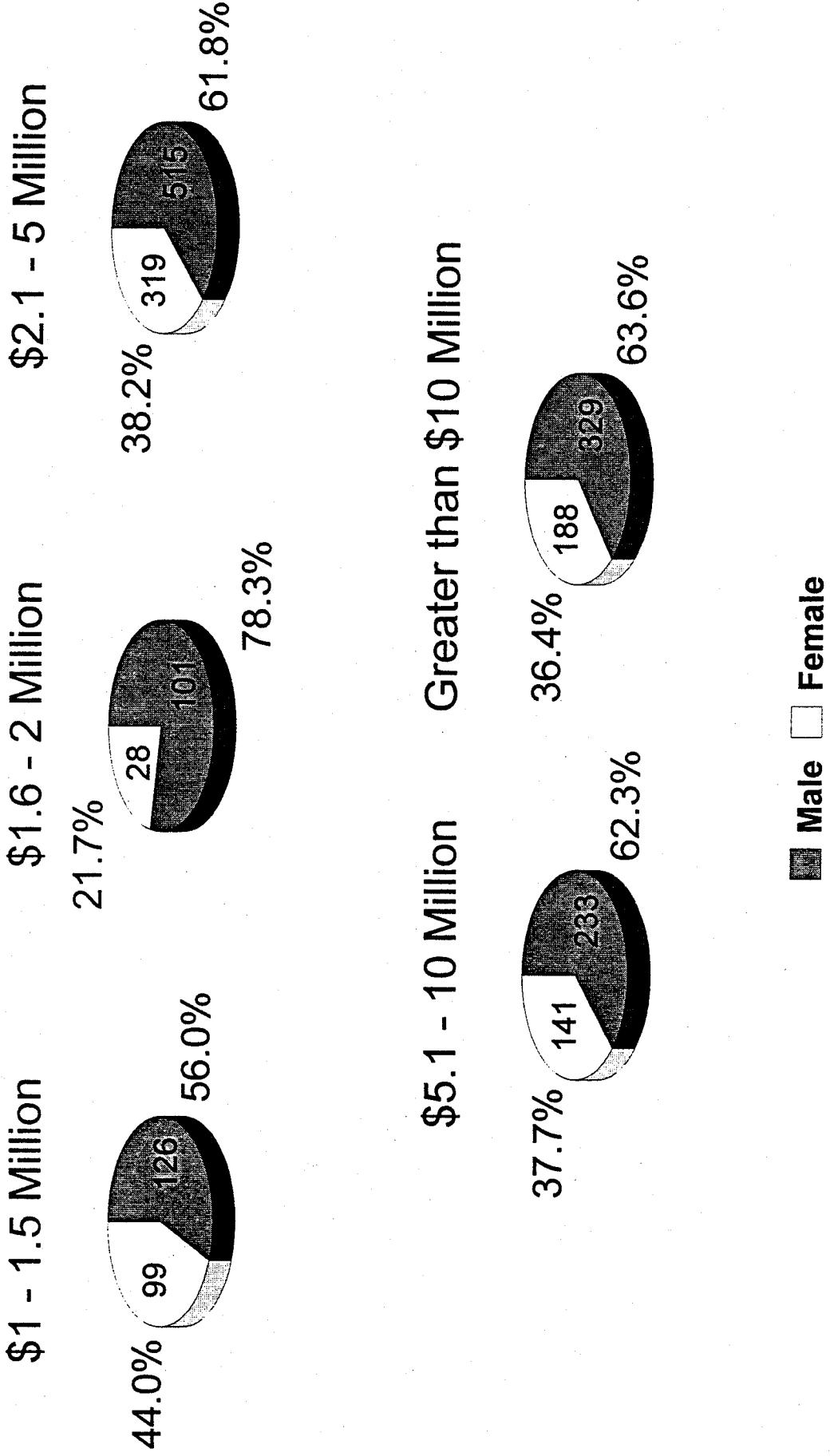
HUMAN SERVICES

Members

Name of Agency	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female
AIDS Community Services of WNY	15	8	7	0	47	4	3	75
Beechwood Care	15	11	4	0	27	7	2	29
Belmont Shelter Corp.	6	4	2	0	33	4	2	50
Bristol Homes	15	0	15	0	100	5	5	100
Buffalo Fed. of Neighborhood Centers	21	11	7	3	39	5	2	40
Buffalo Hearing and Speech Center	15	11	4	0	27	4	0	0
Buffalo Urban League	25	13	12	0	48	7	2	29
City Mission Society, Inc.	11	11	0	0	0	4	0	0
Community Action Organization	51	12	25	14	68	6	4	67
Comm. Services for the Develop. Disabled	11	9	2	0	18	4	1	25
Coordinated Care Management	30	15	10	5	40	4	2	50
Council for Secular Human	9	7	2	0	22	4	0	0
Crisis Services	18	11	7	0	39	4	3	75
Elizabeth Pierce Olmstead Center	18	12	6	0	33	5	1	20
Everywoman Opportunity Center	10	2	8	0	80	4	2	50
Food Bank of WNY	33	20	10	3	33	5	1	20
Goodwill Industries of WNY	26	19	7	0	27	4	0	0
Health Management Group, Ltd.	6	4	2	0	33	3	1	33
Hemophilia Center of WNY, Inc.	21	11	5	5	31	7	3	43
Heritage Ctrs., Erie Chapt. NYSARC	20	10	10	0	50	5	2	40
Hispanics United of Buffalo	19	15	4	0	21	4	0	0
Hopevale, Inc.	15	7	6	2	46	5	2	40
Horizon Village Inc.	6	2	3	1	60	2	1	50
Jewish Comm. Center of Greater Buffalo	36	19	14	3	42	8	3	38
Jewish Family Services of Buffalo	28	15	9	4	38	4	1	25
Jewish Federation of Greater Buffalo	58	39	19	0	33	8	3	38
Learning Disabilities of WNY	16	4	9	3	69	5	3	60
Legal Aid Bureau of Buffalo Inc.	22	15	7	0	32	5	0	0
Living Opportunities of DePaul Inc.	9	4	4	1	50	5	1	20
Lutheran Services Society of NY	10	4	6	8	60	4	2	50
Meals on Wheels of Buffalo & EC	33	19	14	0	42	3	2	67
Native American Community Services	7	3	3	1	50	4	1	25
Neighborhood Legal Services Inc.	18	5	10	3	67	3	2	67
Niagara Frontier Vocational Rehabilitation	15	8	1	6	11	5	0	0
People, Inc.	10	5	5	0	50	4	2	50
Presbyterian Homes of WNY	24	17	7	0	29	4	1	25
Rental Assistance Corporation of Buffalo	35	21	14	0	40	13	5	38

ARRANGED BY CATEGORY Cont'd		Members						
Name of Agency	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female
Salvation Army of Buffalo	42	33	9	3	21	4	1	25
Soc. for the Prevent. of Cruelty to Animals	35	13	16	6	41	8	4	50
Southeast Community Work Center	15	7	7	1	50	4	1	25
Spectrum Human Services	10	4	4	2	50	4	3	75
St. Augustine's Center Inc.	9	5	3	1	38	3	0	0
Suburban Adult Services Corp.	13	7	4	2	36	4	0	0
Suburban Adult Services Foundation	15	10	3	2	20	4	1	25
Summit Educational Resources	14	8	6	0	43	4	2	50
Supportive Services Corp.	9	7	0	2	0	3	0	0
Transitional Services	12	7	5	0	42	3	2	67
United Cerebral Palsy Association	14	8	6	0	43	4	1	25
United Way of Buffalo & Erie County	44	26	18	0	39	6	3	50
Variety Club of Buffalo	21	11	10	0	48	6	4	67
Weinberg Campus (Menorah Campus Inc.)	28	23	5	0	18	6	2	33
WNY Independent Living	18	11	7	0	39	4	1	25
YMCA of Greater Buffalo	36	25	7	4	22	5	2	40
YWCA of WNY	18	0	18	0	100	5	5	100
TOTALS	1,090	608	408	85	258	97		

Arranged by Budget 2001 Survey



ARRANGED BY BUDGET

\$1-1.5 Million Budget

Members

Name of Agency	Type	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female
Bristol Homes	Human Service	15	0	15	0	100	5	5	100
Buffalo Convent. Ctr. Management	Community/Bus	11	10	1	0	9	4	1	25
Buffalo Neighborhood Revitalization	Community/Bus	11	8	2	1	20	4	1	25
Center for Handicapped Children	Child/Youth	7	3	3	1	50	4	2	50
Child Care Coalition	Child/Youth	18	4	11	3	73	3	2	67
Health Mngmt. Group Ltd.	Human Service	6	4	2	0	33	3	1	33
Hispanics United of Buffalo	Human Service	19	15	4	0	22	4	0	0
Horizon Village Inc.	Human Service	6	2	3	1	50	2	1	50
Jewish Family Services of Buffalo	Human Service	28	15	9	4	37	4	1	25
Jewish Fed. of Greater Buffalo	Human Service	58	39	19	0	33	8	3	33
Native American Com. Services	Human Service	7	3	3	1	50	4	1	25
Parents Anon. of Bflo. & Erie Co.	Child/Youth	20	5	10	5	67	4	2	50
Southeast Com. Work Center	Human Service	15	7	7	1	50	4	1	25
Variety Club of Buffalo	Human Service	21	11	10	0	48	6	4	67
TOTALS		242	126	99	17		59	25	

\$1.6-2 Million Budget

Members

Name of Agency	Type	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female
Boy Scouts of Gr. Niag. Frontier	Child/Youth	75	69	6	0	8	15	0	0
Cazenovia Recovery Systems	Health/Mental	15	8	3	4	27	4	0	0
Everywoman Opportunity Center	Human Service	10	2	8	0	80	4	2	50
Gen. B. Scruggs Commun. Health	Health/Mental	9	5	4	0	44	4	2	50
Presbyterian Homes of WNY	Human Service	24	17	7	0	29	4	1	25
TOTALS		133	101	28	4		31	5	

ARRANGED BY BUDGET

\$2.15 Million Budget

Members

Name of Agency	Type	Total	Male	Female	Vacancies	% Female	Officers	Female	% Female Officers
AIDS Community Services of WNY	Human Service	15	8	7	0	47	4	3	75
Albright Knox Art Gallery (Buffalo Fine Arts Academy)	Cultural	30	25	5	0	27	5	1	29
American Red Cross –Gr. Bflo. Chapt.	Health/Mental	27	14	13	0	48	6	3	50
Belmont Shelter Corp.	Human Service	6	4	2	0	33	4	2	50
Bethel Head Start	Child/Youth	13	4	8	1	67	4	3	75
Bflo. Econ. Renaissance Corp.	Community/Bus	15	12	2	1	14	1	0	0
Buffalo Niagara Partnership	Community/Bus	70	60	6	4	9	7	1	14
Buffalo Place Inc. Buffalo Place Found.	Community/Bus	15	13	2	0	13	9	1	11
Buffalo Prenatal-Perinatal Network	Health/Mental	26	8	18	0	69	4	4	100
Buffalo Society of Natural Sciences	Cultural	30	21	9	0	30	5	1	20
Buffalo Urban League	Human Service	25	13	12	0	48	7	2	29
Child & Adolescent Treatment Services	Child/Youth	19	8	11	0	58	4	2	50
Coordinated Care Management	Human Service	30	15	10	5	40	4	2	50
Council for Secular Human Services	Human Service	9	7	2	0	22	4	0	0
Crisis Services	Human Service	18	11	7	0	39	4	3	75
EPIC Program Inc.	Child/Youth	12	7	5	0	42	5	2	40
Food Bank of WNY	Human Service	33	20	10	3	33	5	1	20
Girl Scouts of Bflo. & Erie County	Child/Youth	21	1	19	1	95	6	6	100
Gr. Bflo. Convention & Visitors Bureau	Community/Bus	21	18	3	0	14	6	1	17
Haupman Woodward Medical Research	Health/Mental	22	18	4	0	18	11	3	27
Holy Cross Head Start Inc.	Child/Youth	15	8	7	0	47	2	2	100
Jewish Com. Center of Greater Bflo.	Human Service	36	19	14	3	42	8	3	38
Learning Disabilities of WNY	Human Service	16	4	9	3	56	5	3	60
Legal Aid Bureau of Bflo. Inc.	Human Service	22	15	7	0	32	5	0	0
Living Opportunities of Depaul Inc.	Human Service	9	4	4	1	50	5	1	20
Lutheran Services Soc. of NY	Human Service	10	4	6	8	60	4	2	50
Meals on Wheels of Bflo. & Erie Co.	Human Service	33	19	14	0	42	3	2	67
Mercy Flight Inc.	Health/Mental	11	8	3	0	27	4	3	75
Mid-Erie Counseling & Treat. Services	Health/Mental	12	4	3	5	25	3	2	67
Neighborhood Legal Services Inc.	Human Service	18	5	10	3	67	3	2	67
Northwest Com. Mental Health	Health/Mental	12	4	4	4	50	5	3	60
Planned Par. of Bflo. & Erie Co.	Health/Mental	25	5	14	6	73	4	2	50
Soc. for the Prev. of Cruelty to Animals	Human Service	35	13	16	6	41	8	4	50
St. Augustine's Center Inc.	Human Service	9	5	3	1	38	3	0	0
Studio Arena Theatre	Cultural	39	25	12	2	32	9	3	33
Supportive Services Corp.	Human Service	9	7	0	2	0	3	0	0

\$2.1-5 Million Budget Continued

Name of Agency	Type	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female Officers
United Way of Buffalo & Erie Co.	Human Service	44	26	18	0	39	6	3	50
WNY Independent Living Center	Human Service	18	11	7	0	39	4	1	25
WNY Technology Development Center	Community/Bus	25	22	3	0	12	5	0	0
Zoological Society of Buffalo Inc.	Cultural	36	20	10	6	33	5	1	20
TOTALS		891	515	319	65		199	78	

\$5.1-10 Million Budget

Members

Name of Agency	Type	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female
Alcohol & Drug Dependency Services	Health/Mental	21	10	3	8	23	4	1	25
Buffalo Fed. of Neighborhood Centers	Human Service	21	11	7	3	39	5	2	40
Buffalo Hearing & Speech Center	Human Service	15	11	4	0	27	4	0	0
Buffalo Philharmonic Orchestra Soc.	Cultural	59	29	30	0	51	9	3	33
Community Services for the Devel.	Human Service	11	9	2	0	18	4	1	25
Elizabeth Pierce Olmstead Center	Human Service	18	12	6	0	33	5	1	20
Goodwill Industries of WNY	Human Service	26	19	7	0	27	4	0	0
Hemophilia Center of WNY Inc.	Human Service	21	11	5	5	31	7	3	43
Hopevale Inc.	Human Service	15	7	6	2	46	5	2	40
Horizon Health Services Inc.	Health/Mental	10	5	5	0	50	2	1	50
Lake Shore Behavioral Health	Health/Mental	15	9	4	2	31	5	3	60
Niagara Frontier Voc. Rehab.	Human Service	15	8	1	6	11	5	0	0
Salvation Army of Buffalo	Human Service	42	33	9	3	21	4	1	25
Spectrum Human Services	Human Service	10	4	4	2	50	4	3	75
Summit Educational Resources	Human Service	14	8	6	0	43	4	2	50
Transitional Services	Human Service	12	7	5	0	42	3	2	67
Upstate New York Transplant Services	Health/Mental	27	15	12	0	44	4	1	25
YMCA of Greater Buffalo	Human Service	36	25	7	4	22	5	2	40
YWCA of WNY	Human Service	18	0	18	0	100	5	5	100
TOTALS		406	233	141	35		88	33	

ARRANGED BY BUDGET

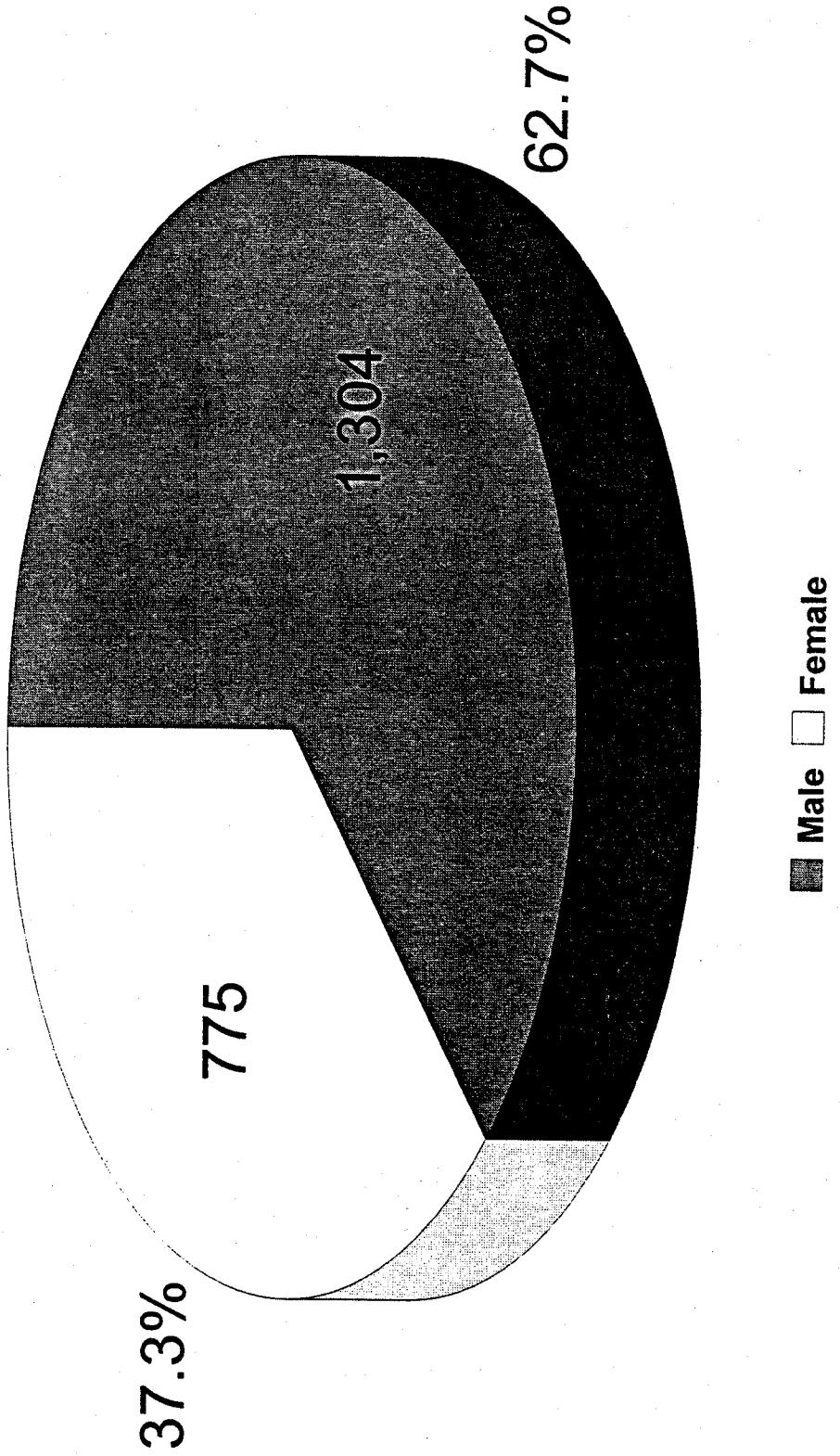
>\$10 Million Budget

Members

Name of Agency	Type	Total	Male	Female	Vacancies	%Female	Officers	Female	%Female Office
Beechwood Care	Human Service	15	11	4	0	27	7	2	29
Bflo. & Erie Workforce Investment	Community/Bus	59	37	16	6	30	5	1	20
Bflo. & Erie Workforce Develop.	Community/Bus	4	3	1	0	25	4	1	25
Buffalo Psychiatric Center	Health/Mental	7	1	6	0	86	2	2	100
Catholic Health Systems	Health/Mental	20	16	4	0	20	4	1	25
Center for Hospice & Palliative Care	Health/Mental	30	14	12	4	46	4	1	40
Child & Family Services	Child/Youth	23	11	12	0	52	6	1	17
City Mission Society Inc.	Human Service	11	11	0	0	0	4	0	0
Community Action Organization	Human Service	51	12	25	14	68	6	4	67
Erie County Medical Center	Health/Mental	13	9	4	0	31	4	2	50
Gateway-Longview Inc.	Child/Youth	28	17	8	3	32	4	0	0
Heritage Center, Erie Chapt. NYSARC	Human Service	20	10	10	0	50	5	2	40
Kaleida Health	Health/Mental	26	16	8	1	33	4	1	25
Kaleida Health Foundation	Health/Mental	28	20	7	1	25	3	2	67
People Inc.	Human Service	10	5	5	0	50	4	2	50
Rental Assistance Corp. of Buffalo	Human Service	35	21	14	0	40	13	5	38
Roswell Park Cancer Institute	Health/Mental	14	8	6	0	43	2	0	0
Shea's O'Connell Preserv. Guild	Cultural	50	29	13	8	26	6	1	17
Suburban Adult Services Corp.	Human Service	13	7	4	2	36	4	0	0
Suburban Adult Services Foundation	Human Service	15	10	3	2	23	4	1	25
United Cerebral Palsy Assoc. of WNY	Human Service	14	8	6	0	43	4	1	25
Visiting Nurses	Health/Mental	10	8	2	0	20	6	5	83
Weinburg Campus (Menorah Campus)	Human Service	28	23	5	0	18	6	2	33
WNY Public Broadcasting	Cultural	35	22	13	0	37	10	2	20
TOTALS		559	329	188	41	121	39		

All Categories

2001 Survey



ALL CATEGORIES

Name of Agency	Type	Members			Officers	Female	% Female
		Total	Male	Female			
AIDS Community Services of WNY	Human Service	15	8	7	0	47	4
Albright Knox Art Gallery (Buffalo Fine Arts Academy)	Culture	30	25	5	0	17	5
Alcohol & Drug Dependency Services	Health/ Mental	21	10	3	8	23	4
American Red Cross- Gr. Bflo. Chpr.	Health/ Mental	27	14	13	0	48	6
Beechwood Care	Human Service	15	11	4	0	27	7
Belmont Shelter Corp.	Human Service	6	4	2	0	33	4
Bethel Head Start	Child/ Youth	13	4	8	1	62	4
Boy Scouts of Gr. Niagara Frontier	Child/ Youth	75	69	6	0	8	15
Bristol Homes	Human Services	15	0	15	0	100	5
Buffalo Convent Ctr. Management	Community/ Bus	11	10	1	0	9	4
Bflo. & Erie Workforce Investment	Community/ Bus	59	37	16	6	30	5
Bflo. & Erie Workforce Develop	Community/ Bus	4	3	1	0	25	4
Bflo. Econ. Renaissance Corp.	Community/ Bus	15	12	2	1	14	1
Buffalo Fed. Of Neighborhood Centers	Human Service	21	11	7	3	39	5
Buffalo Hearing & Speech Center	Human Service	15	11	4	0	27	4
Buffalo Niagara Partnership	Community/ Bus	70	60	6	4	9	7
Buffalo Philharmonic Orchestra Soc.	Cultural	59	29	30	0	51	9
Buffalo Place Inc. Buffalo Place Found.	Community/ Bus	15	13	2	0	13	9
Buffalo Psychiatric Center	Health/ Mental	7	1	6	0	86	2
Buffalo Prenatal- Perinatal Network	Health/ Mental	26	8	18	0	69	4
Buffalo Society Of Natural Sciences	Cultural	30	21	9	0	30	5
Buffalo Urban League	Human Service	25	13	12	0	48	7
Catholic Health Systems	Health/ Mental	20	16	4	0	20	4
Cazenovia Recovery Systems	Health/ Mental	15	8	3	4	27	4
Center for Hospice & Palliative Care	Health/ Mental	30	14	12	4	40	4
Center for Handicapped Children	Child/ Youth	7	3	3	1	50	4
Child & Adolescent Treatment Services	Child/ Youth	19	8	11	0	58	4
Child Care Coalition	Child/ Youth	18	4	11	3	73	3
Child & Family Services	Child/ Youth	23	11	12	0	52	6
City Mission Society Inc.	Human Service	11	11	0	0	4	0

ALL CATEGORIES Cont'd				Members				Officers			
Name of Agency	Type	Total	Male	Female	Vacancies	% Female	Officers	Female	% Female		
Community Action Organization	Human Service	51	12	25	14	68	6	4	67		
Community Services for the Devel.	Human Service	11	9	2	0	18	4	1	25		
Coordinated Care Management	Human Service	30	15	10	5	40	4	2	50		
Crisis Services	Human Service	18	11	7	0	39	4	3	75		
Elizabeth Pierce Olmstead Center	Human Service	18	12	6	0	33	5	1	20		
EPIC Program Inc.	Child/ Youth	12	7	5	0	42	5	2	40		
Erie County Medical Center	Health/ Mental	13	9	4	0	31	4	2	50		
Food Bank Of WNY	Human Service	33	20	10	3	33	5	1	20		
Gateway- Longview Inc.	Child/ Youth	28	17	8	3	29	4	0	0		
Gen. B Scruggs Com. Health	Health/ Mental	9	5	4	0	44	4	2	50		
Girl Scouts Of Bflo. & Erie County	Child/ Youth	21	1	19	1	95	6	6	100		
Goodwill Industries of WNY	Human Service	26	19	7	0	27	4	0	0		
Gr. Bflo. Convention & Visitors Bureau	Community/ Bus	21	18	3	0	14	6	1	17		
Haupman Woodward Medical Research	Health/ Mental	22	18	4	0	9	11	3	27		
Health Mngmnt. Group Ltd.	Human Service	6	4	2	0	33	3	1	33		
Hemophilia Center of WNY Inc.	Human Service	21	11	5	5	32	7	3	43		
Heritage Center, Erie Chapt. NYSARC	Human Service	20	10	10	0	50	5	2	40		
Hispanics United Of Buffalo	Human Service	19	15	4	0	22	4	0	0		
Holy Cross Head Start Inc.	Child/ Youth	15	8	7	0	47	2	2	100		
Hopevale Inc.	Human Service	15	7	6	2	46	5	2	40		
Horizon Health Services Inc.	Health/ Mental	10	5	5	0	50	2	1	50		
Jewish Com. Center Of Greater Bflo.	Human Service	36	19	14	3	39	8	3	38		
Jewish Family Services Of Buffalo	Human Service	28	15	9	4	37	4	1	25		
Jewish Fed. Of Greater Buffalo	Human Service	58	39	19	0	33	8	3	38		
Kaleida Health	Health/ Mental	26	16	8	1	33	4	1	25		
Kaleida Health Foundation	Health/ Mental	28	20	7	1	25	3	2	67		
Lake Shore Behavioral Health	Health/ Mental	15	9	4	2	31	5	3	60		
Learning Disabilities of WNY	Human Service	16	4	9	3	56	5	3	60		
Legal Aid Bureau of Bflo. Inc.	Human Service	22	15	7	0	32	5	0	0		
Living Opportunities of Depaul Inc.	Human Service	9	4	4	1	50	5	1	20		
Lutheran Services Soc. Of NY	Human Service	10	4	6	8	60	4	2	50		
Meals On Wheels of Bflo. & Erie Co.	Human Service	33	19	14	0	42	3	2	67		
Mercy Flight Inc.	Health/ Mental	11	8	3	0	27	4	3	75		

ALL CATEGORIES Cont'd				Members							
Name of Agency	Type	Total	Male	Female	Vacancies	% Female	Officers	Female	% Female		
Mid-Erie Counseling & Treat. Services	Health/ Mental	12	4	3	5	25	3	2	67		
Native American Com. Services	Human Service	7	3	3	1	50	4	1	25		
Neighborhood Legal Services Inc.	Human Service	18	5	10	3	67	3	2	67		
Niagara Frontier Voc. Rehab.	Human Service	15	8	1	6	11	5	0	0		
Northwest Com. Mental Health	Health/ Mental	12	4	4	4	50	5	3	60		
Parents Anon. Bflo. & Erie Co.	Child/ Youth	20	5	10	5	67	4	2	50		
People Inc.	Human Service	10	5	5	0	50	4	2	50		
Planned Par. Of Bflo. & Erie Co.	Health/ Mental	25	5	14	6	73	4	2	50		
Presbyterian Homes of WNY	Human Service	24	17	7	0	29	4	1	25		
Rental Assistance Corp. of Buffalo	Human Service	35	21	14	0	40	13	5	38		
Roswell Park Cancer Institute	Health/ Mental	14	8	6	0	43	2	0	0		
Salvation Army of Buffalo	Human Service	42	33	9	3	21	4	1	25		
Shea's O'Connell Preserv. Guild	Cultural	50	29	13	8	26	6	1	17		
Soc. For the Prev. of Cruelty to Animals	Human Service	35	13	16	6	41	8	4	50		
Southeast Com. Work Center	Human Service	15	7	7	1	50	4	1	25		
Spectrum Human Services	Human Service	10	4	4	2	50	4	3	75		
St. Augustine's Center Inc.	Human Service	9	5	3	1	38	3	0	0		
Studio Arena Theatre	Cultural	39	25	12	2	32	9	3	33		
Suburban Adult Services Corp.	Human Service	13	7	4	2	36	4	0	0		
Suburban Adult Services Foundation	Human Service	15	10	3	2	20	4	1	25		
Summit Educational Resources	Human Service	14	8	6	0	43	4	2	50		
Supportive Services Corp.	Human Service	9	7	0	2	0	0	3	0		
Transitional Services	Human Service	12	7	5	0	42	3	2	67		
United Cerebral Palsy Assoc. of WNY	Human Service	14	8	6	0	43	4	1	25		
United Way of Buffalo & Erie Co.	Human Service	44	26	18	0	39	6	3	50		
Upstate New York Transplant Services	Health/ Mental	27	15	12	0	44	4	1	25		
Variety Club Of Buffalo	Human Service	21	11	10	0	48	6	4	67		
Visiting Nurses	Health/ Mental	10	8	2	0	20	6	5	83		
Weinburg Campus (Menorah Campus)	Human Service	28	23	5	0	18	6	2	33		
WNY Independent Living Center	Human Service	18	11	7	0	39	4	1	25		
WNY Public Broadcasting	Cultural	35	22	13	0	37	10	2	20		
WNY Technology Development Center	Community/ Bus	25	22	3	0	12	5	0	0		
YMCA of Greater Buffalo	Human Service	36	25	7	4	22	5	2	40		

ALL CATEGORIES Cont'd		Members		Vacancies					
Name of Agency	Type	Total	Male	Female	Vacancies	% Female	Officers	Female	% Female
YWCA of WNY	Human Service	18	0	18	0	100	5	5	100
Zoological Society of Buffalo Inc.	Cultural	36	20	10	6	33	5	1	20

Erie County Commission on the Status of Women
Survey of Not-for-Profit Boards

1. Name of Board _____
2. Number of Members _____
 - a. Number of Males _____
 - b. Number of Females _____
 - c. Number of Vacancies _____
3. Number of Officers _____
4. Number of Female Officers _____
5. Has the board experienced difficulty finding women to serve? _____
If so, please explain _____
6. Do volunteer board members receive a fee or honorarium? _____
Reimbursement for expenses? _____
7. SELECTION FACTORS:
 - a. Do you select board members on professional expertise? _____
If so, please explain _____
 - Is prior participation with organization considered? _____
 - Is a financial contribution expected? _____
8. What is the annual budget?
\$ 1 million to \$ 1.5 million _____
\$ 1.5 million to \$ 2 million _____
\$ 2 million to \$ 5 million _____
\$ 5 million to \$ 10 million _____
\$ 10 million or greater _____
9. The organization serves: only Erie County _____
Some of Erie County _____
Erie County and beyond _____
10. How are board members recommended and appointed?

.....
Name of person filling out survey _____
Title _____
Organization _____
Address _____ ZIP _____
Phone Number _____

- Please include mission statement and annual report (if published)
 - Use the back of the form for further explanation
 - Please return by November 22, 2000 in the return address envelope to:
Erie County Commission on the Status of Women
95 Franklin Street, Room 1655, Buffalo, New York 14202
or FAX at: 858-8464
- For information, call Clotilde Dedecker, Executive Director, 858-8307

The

TALENT BANK

Of the Erie County Commission on the Status of Women.
An online database of women interested in serving
on public, not-for-profit and for-profit boards

One Woman Can Make A Difference

REGISTER NOW

www.erie.gov/csw

and click on

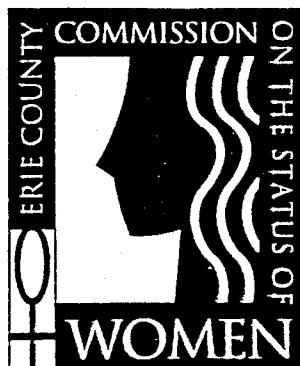
TALENT BANK

for more
information
contact:

The Erie County Commission
on the Status of Women

716-858-8307

personal information is confidential.



One Woman Can Make a Difference...